



GROWTHSQAPES

Capability Building For Business Impact

Learning & Development Consulting / Organization Development Consulting

Building Capability.
Driving Growth.
Creating Business Impact.

Creating A Legacy Of Business Impact

GrowthSqapes is a total Learning & Development and Organization Development consulting organization based in Delhi NCR, India, offering customized solutions in multiple areas. Our mojo is visible change of individuals as well as organizations. We derive our approach deeply and firmly on the basis of our principle of **Actioned Diagnosis: Determined by Diagnosis, Actioned for Impact.**



Our Vision

"To be the most preferred L&D and OD partner for organizations in enhancing their business results, through capability development of their human capital, leading to sustainable business growth."



Our Mission

"To help our clients achieve total organizational effectiveness by offering them comprehensive capability building solutions to create a visible business impact."

Organizational capability built for:
100+ clients
across multiple industries

Individual capability built for:
10,000+ people

Presence in:
India, EU, SE Asia, Middle East



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Our Thought Leadership & Awards

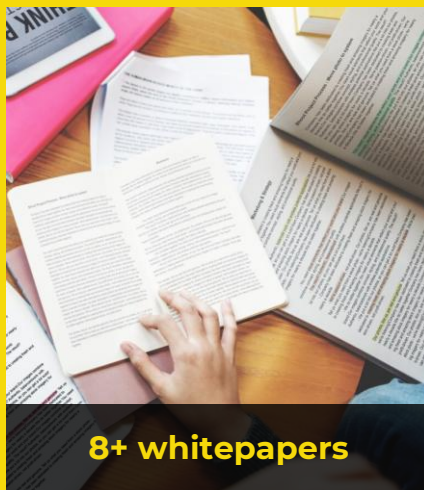
Consulting To Us

Partnering with organizations in diagnosing at systems level, business levels, and people process levels to recommend and support execution of capability, building interventions for sustainable business impact and total organizational effectiveness.

Publications In Public Domain



60+ blogs



8+ whitepapers



20+ articles

Awards Received



OD Initiative Of
The Year 2022



Best Skill Development
Initiative 2023

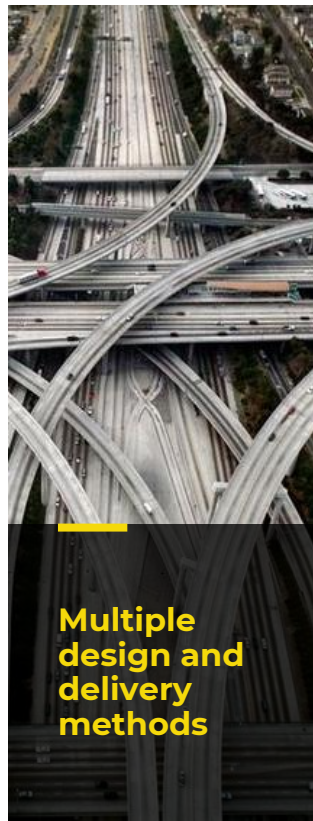
Our Value Proposition



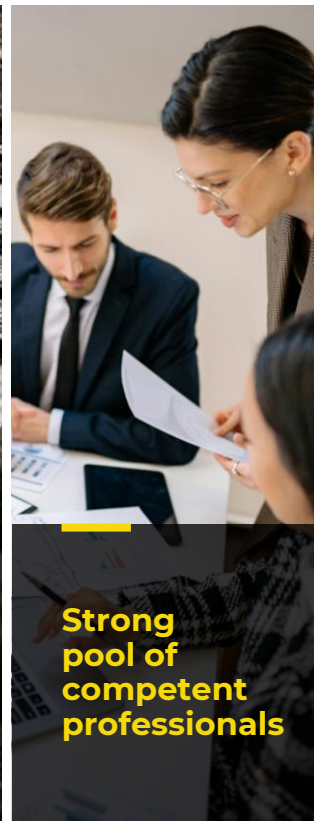
**Industry
validated
global
know-how**



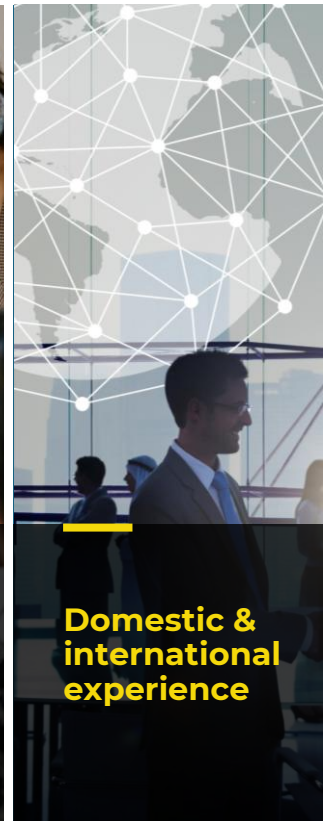
**Diagnostics
& process
based
solutioning**



**Multiple
design and
delivery
methods**



**Strong
pool of
competent
professionals**



**Domestic &
international
experience**

Our Services



- › Organization Diagnosis
- › People Consulting
- › Training & Development
- › Psychodynamic Coaching
- › Assessments

Our Methods



- › Diagnostic Tools
- › Facilitator-Led Training Workshops
- › Simulations
- › Individual/Group Coaching
- › Digital Learning

Our Knowledge Partners & Credentials



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Our Approach To Solutioning

Search

S



Diagnose to get an in-depth understanding of business needs and priorities

Calibrate

C



Align tools to the core issues to create possible solutions

Actuate

A



Design and deliver the most appropriate solutions towards desired business impact

Practice

P



Execute retention of solutions through various approaches and methods

Embed

E



Drive and support organizations to integrate and sustain the solution internally

Diagnostic Tools

Interviews

Focus Group Discussions

Organizational Environmental Scan

Process And Policy Scan

Mystery Audits

Research

Diagnosis Labs

Study Of Internal Data

Diagnostic Tools

Pre-Post Assessment Tools

Skill Frameworks

Competency Frameworks

Research Labs

Technology

Recommendations

Facilitator Led Workshops

T- Group Labs

Pre-Post Knowledge Kits

Simulations

Role Plays

Team Activities

Panel Discussions

Brainstorming

World Cafe

Cascading Tools

Retention Tools

Refresher Workshops

Group Coaching

Individual Coaching

Projects

Webinars

Implementation

Pre-Post Levels Measurement Tools

Project Management

Branding And Communication

Reviews

Consolidation Events

Certification



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Capacity Building For Business Impact

Our Practices That Help Overcome Your Organizational Challenges

Build Leadership Strength

01 Leadership Development & Assessments



Manage Change

02 Organization Development & Change



Improve Sales Effectiveness

03 Sales Training & Development



Develop Employee Effectiveness

04 Personal Effectiveness



Enhance Customer Experience

05 Customer Centricity



Strengthen The HR/People Function

06 HR Advisory & Consulting



Our Leadership Assessment & Development Framework

Journey of Diagnostics + Potential Assessment + Development

- Understand org. strategy
- Understand current & desired state
- Collect and study primary/secondary data

- Workshops
- Simulations
- IDP / Projects
- Coaching

Nature

{Mindset}
(fixed at an early age)

Personality
Values
Preferences
Motivators



Nurture

{Skillset}
(developable)

Knowledge
Functional skills
Managerial skills
4E Leadership behaviours

4E Leadership Competency Framework



Enlighten

Collecting & Analyzing Info

Problem Solving

Fostering Innovation



Empower

Leading Change

Driving Performance

Setting Vision & Strategy



Engage

Inspiring to Influence

Promoting Collaboration

Communicating Optimism



Evolve

Building Relationships

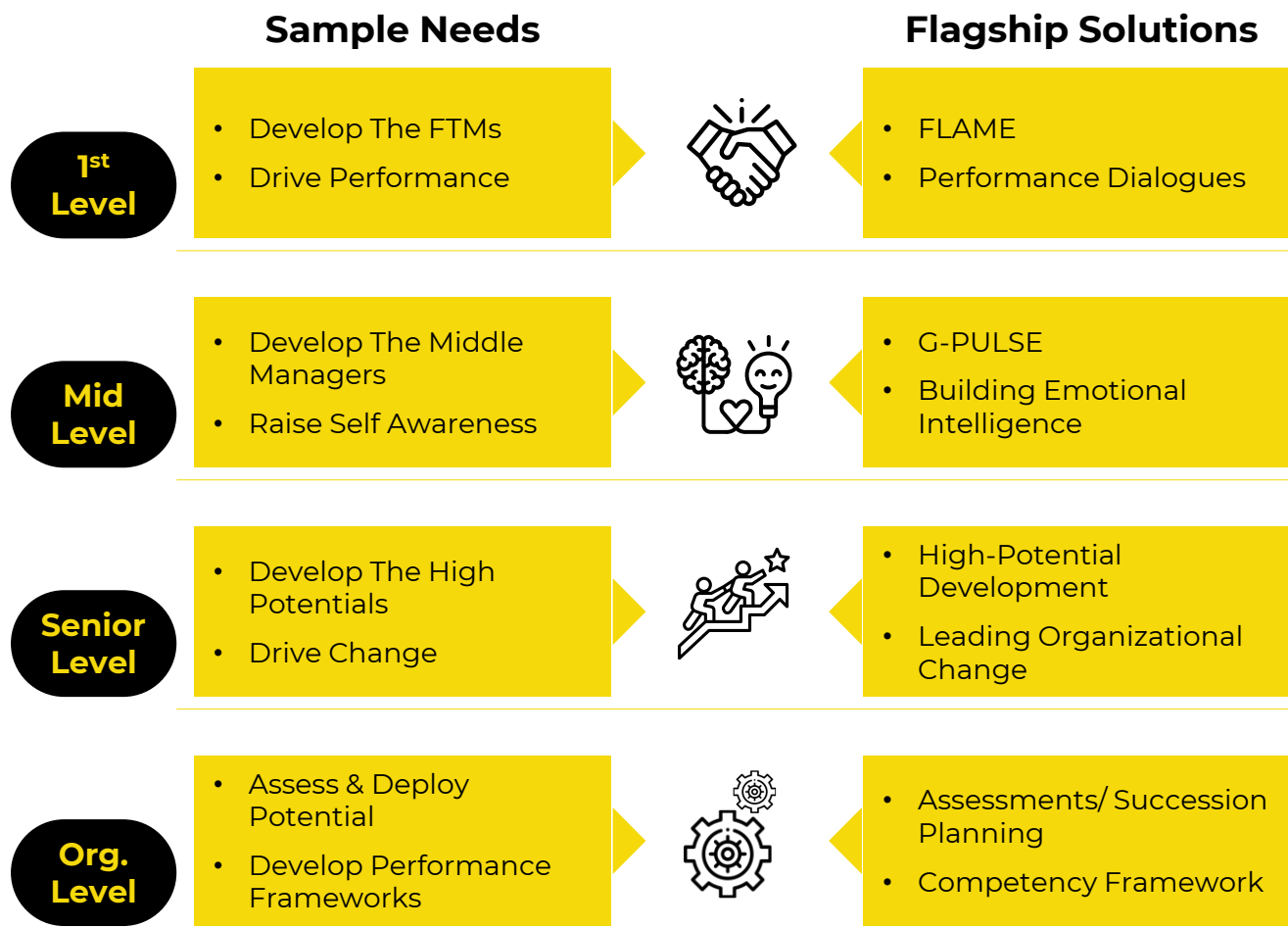
Mindfulness & Agility

Developing Others



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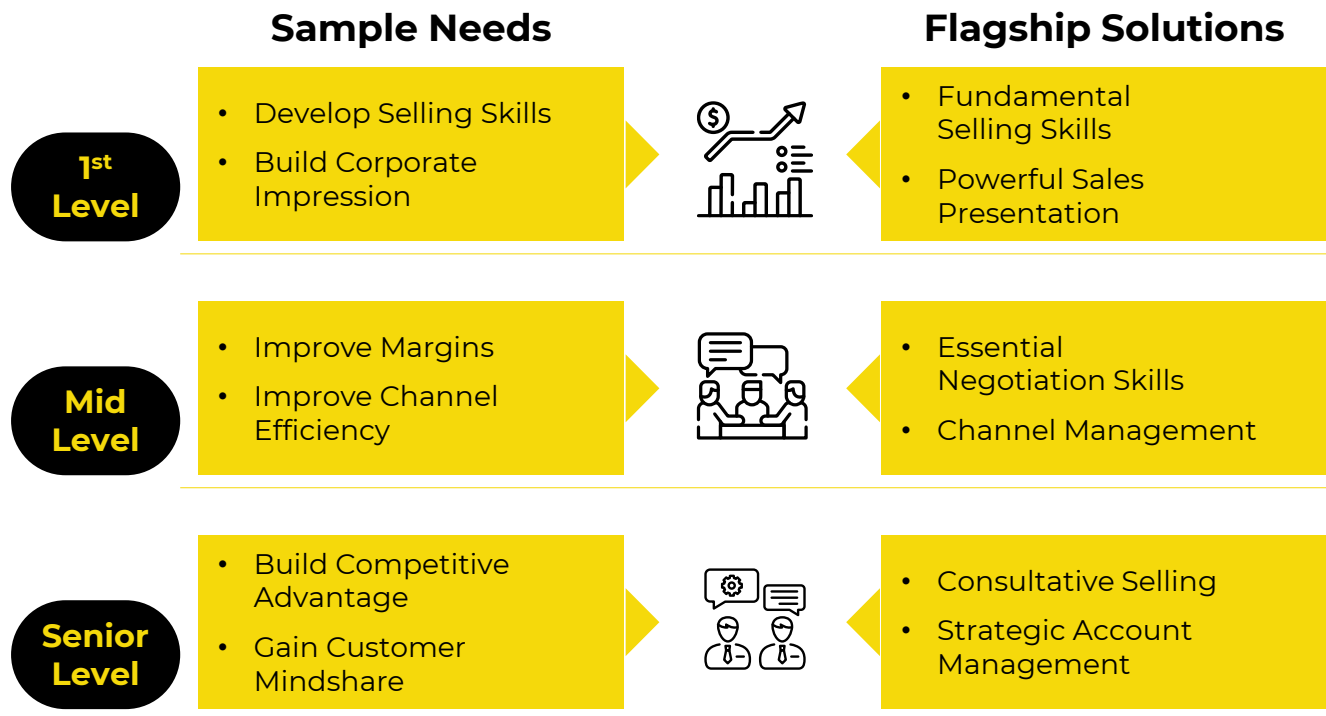
Leadership Development: Your Needs - Our Solutions



Business Impact

- ▶ Increased role effectiveness of the new managers
- ▶ Builds a pipeline of visionary leaders for tomorrow
- ▶ Creation of an effective organizational climate
- ▶ Development of transformative leadership competencies
- ▶ Reduced conflicts and higher team engagement
- ▶ Improved productivity & predictability of business results

Sales Capability Development: Your Needs - Our Solutions



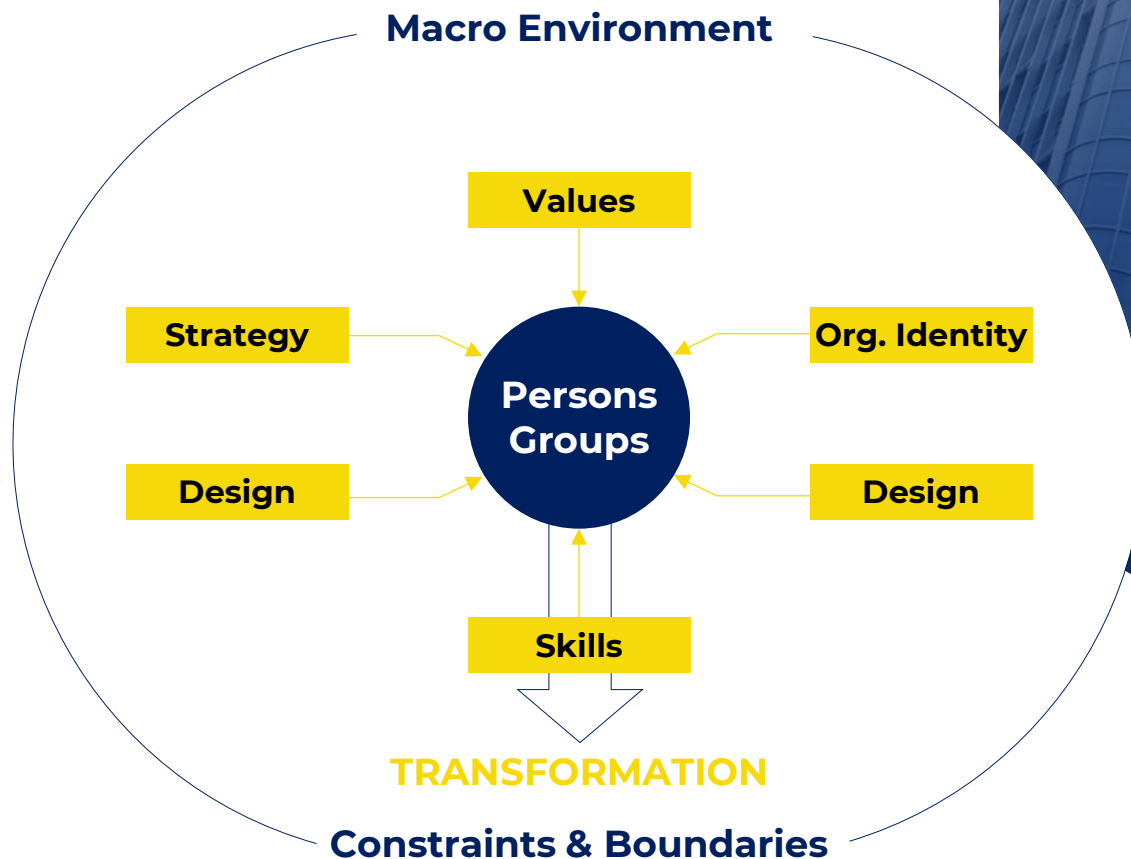
Business Impact

- ▶ Increased productivity of the salesperson
- ▶ Improved revenue and better predictability of sales
- ▶ Reduced sales cycles
- ▶ Better positioning as a customer-centric organization
- ▶ Improved margins and reduction in concessions
- ▶ Better control on business results



Our Organization Development Framework

GrowthSqapes' Model of Organization Transformation



Values

- Beliefs
- Standards
- Aspirations
- Ethics
- Principles



Strategy

- Mission
- Vision
- Direction
- Objectives
- Tactics



Design

- Departments
- Functions
- Structures
- Responsibilities
- Titles



Skills

- Managerial
- Inter-Personal
- Technical
- Technological
- Organizational



Processes

- Systems
- Policies
- Technology
- Practices
- Mis-Flow



Org. Identity

- Communication
- Image
- Identification
- Functionality
- Unconscious Dynamics

Our Tools

▶ VITOHScope

▶ ADM (Action-Diagnostic Model)

▶ Culture Compass



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Organization Development: Your Needs - Our Solutions

Sample Needs

- Diagnose Key Success Parameters



Flagship Solutions

- Organisational Diagnosis & Design

- Drive Change



- Change Management

- Give Strategic Impetus



- Mission, Vision & Strategy

- Change Ways Of Working



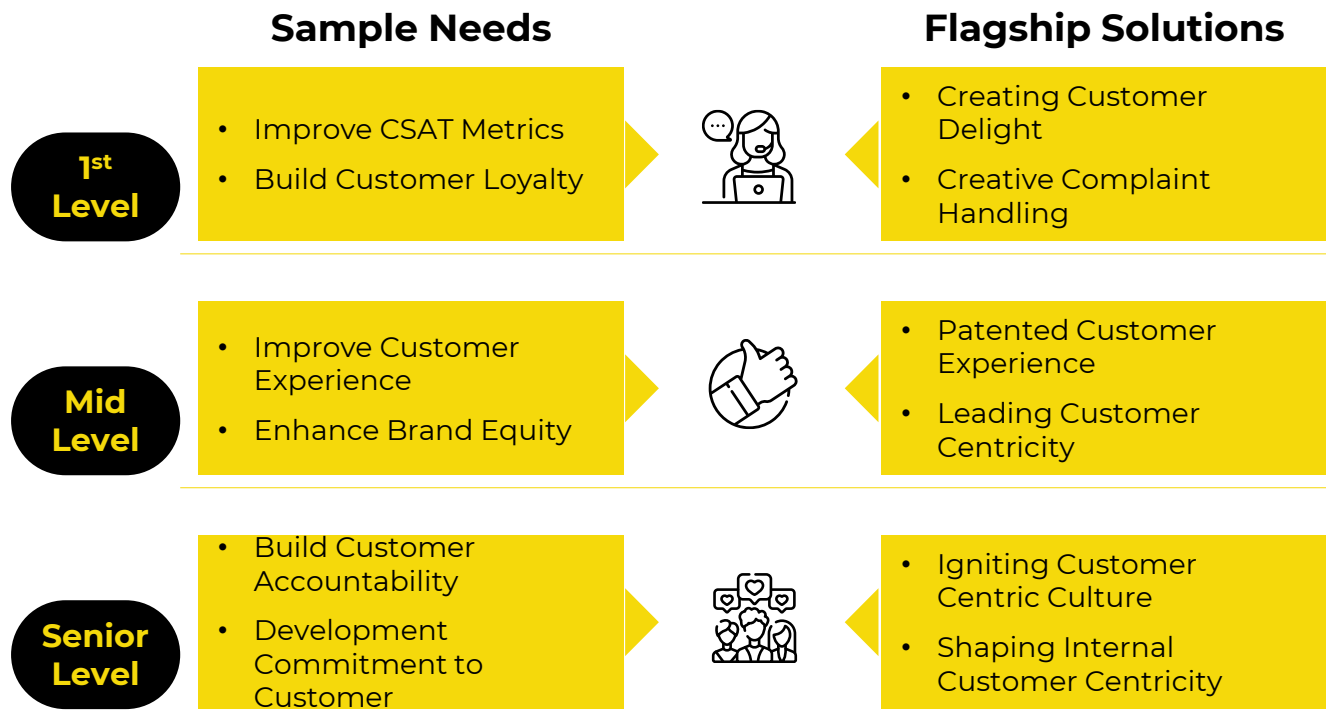
- Culture Transformation

Business Impact

- ▶ Increased preparedness for VUCA world
- ▶ Creation of strategic roadmap
- ▶ Improved organizational culture
- ▶ Value based decision making
- ▶ Better control on business results



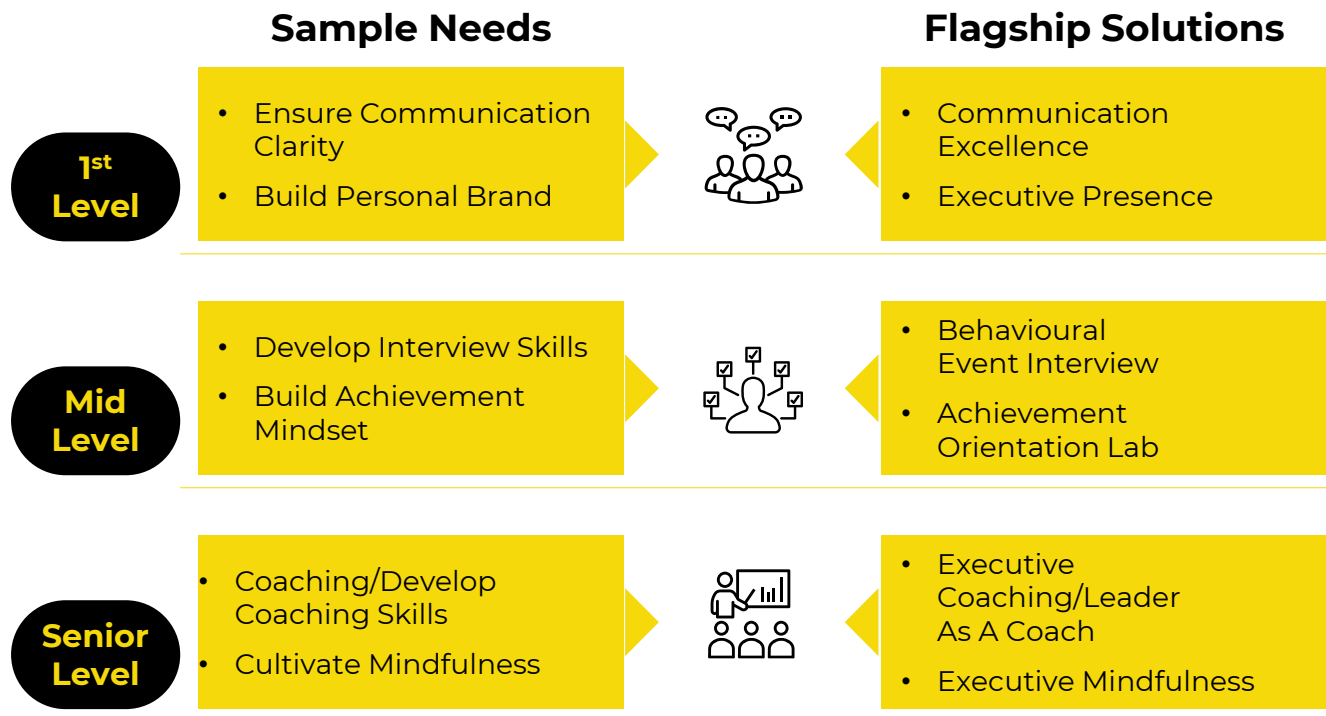
Customer Centricity: Your Needs - Our Solutions



Business Impact

- ▶ High NPS score through improved customer centricity
- ▶ Decreased churn of customers
- ▶ Improved Customer Lifetime Value (CLV)
- ▶ Creation of a motivated business environment
- ▶ Fostering of customer accountability values
- ▶ Improved brand positioning

Personal Effectiveness: Your Needs - Our Solutions



Business Impact

- ▶ Increased organizational effectiveness via increased self- awareness of team members
- ▶ Overall greater confidence levels exhibited by the team members
- ▶ Improved collaboration and engagement
- ▶ Creation of a library of practical tools and techniques to aid communication
- ▶ Improved skill levels to aid role effectiveness



HR Advisory & Consulting: Your Needs - Our Solutions

Sample Needs

**Org.
Level**

Specialist Expertise
& Advisory
Strategic HR Planning
Compliance & Risk
Management
Comprehensive HR
Outsourcing



Flagship Solutions

HR Audits & Diagnostics
HR Policy Formulation &
Review
Strategic HR consulting
Organizational
Restructuring
Compensation & Benefits
Benchmarking
Statutory Compliance
Talent Management
Outsourcing
Merger & Acquisitions
Advisory

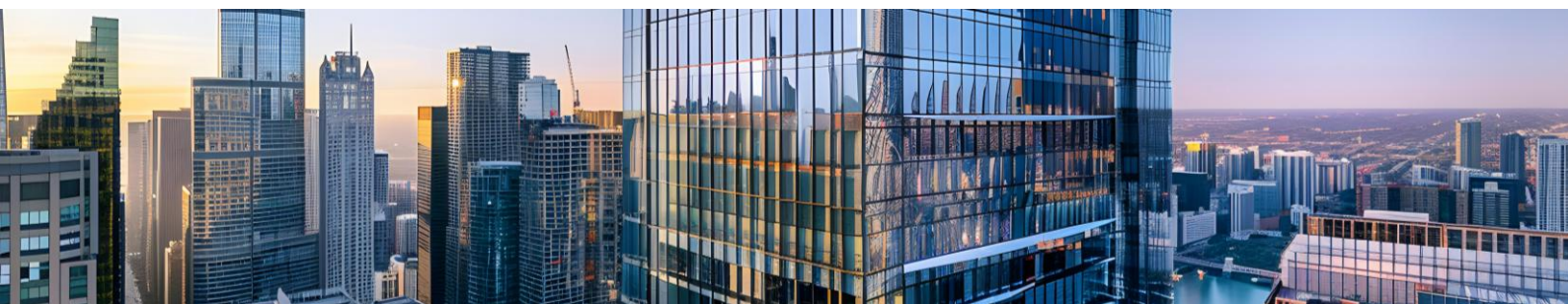
Business Impact

- ▶ Creation of a 'Here and Now' to 'There and Then' strategic roadmap and HR metrics to measure, monitor and manage change
- ▶ Getting a clarion call with a collective belief and guiding principles to proceed in HR matters
- ▶ Benchmarked policies and practices acting as foundations of HR strategy building
- ▶ Creation of a lighthouse to guide a long-term employer branding



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Some Of Our Clients



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Client Speak

HITACHI

“ We did a customized OD initiative for our senior leadership that was meticulously planned and executed by GrowthSqapes. It was highly appreciated by all and GrowthSqapes envisioned it in a way so that organisation-wide next steps were derived out of it shaping a future road map for development. We are glad to have partnered with GrowthSqapes on this OD initiative and look forward to future engagement. **Sr. Director HR, APAC, Hitachi, India**

AIR INDIA

“ As part of an organization transformation project , Growthsqapes conducted a series of interventions for us with the major one being in the area of leadership development. The learning experience was great and we wish to be part of more such initiatives. **Operations Head, Air India, India.**

Crompton

“ The entire intervention was seamlessly planned and executed by GrowthSqapes. What was a unique experience was the customization of the content and the facilitation. We look forward to work with them again. **National Sales Manager, Crompton, India.**

adani

“ GrowthSqapes did a series of strategy workshops for our middle management team and it was quite effective. The facilitator was able to initiate strategic thinking competencies amongst the middle managers and helped them to relate these competencies to the working model of the business unit. The workshops were reported to be effective in terms of understanding the need and offering the right inputs. **SVP Group HR, Adani, India**

LANDMARK GROUP

“ Kudos to GrowthSqapes for pulling off a prestigious learning journey for our country managers with ease. Our participants found great value in the content and the practical tools and are hungry for more. **Group Head – Learning & Development, Landmark Group, Dubai**



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Thank You

"Learning too is business"
....Ratan Naval Tata

**"The way your employees feel
is the way your customers will
feel. And if your employees
don't feel valued, neither will
your customers"**
....Sybil.F. Stershic, Marketing, and
Organizational Advisor.

About GrowthSqapes

GrowthSqapes is a premier consulting and training organization based out of Delhi NCR, India. It offers customized solutions across 6 practices to small, medium and large organizations in India and abroad. Being reputed for delivering high quality solutions, it has a rich and growing list of clients.

Our Offices

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